

**The MDP was developed by the following in coordination with the Office of Human Resources:**

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Additional information for MENTORS is available on the County web site at: "MDP Summary" and the "MDP Guidebook" with forms at [www.montgomerycountymd.gov/content/ohr/ResourceLibrary/RLMain1.cfm?m=15&c=63](http://www.montgomerycountymd.gov/content/ohr/ResourceLibrary/RLMain1.cfm?m=15&c=63) OR by contacting [doug.bliven@montgomerycountymd.gov](mailto:doug.bliven@montgomerycountymd.gov).

# MENTORS

## Preparing Tomorrow's Leaders

Montgomery County, Maryland  
OFFICE OF HUMAN RESOURCES  
MANAGER DEVELOPMENT PROGRAM (MDP)



# THE ROLE OF MENTORS in the MANAGER DEVELOPMENT PROGRAM

- ✓ Having quality managers is essential to the continued ability of Montgomery County to provide exceptional services to County residents, businesses, and visitors.
- ✓ Achieving the Manager Development Program objective of preparing potential managers will depend on the coaching, guidance, and support they receive from their MDP mentors.
- ✓ This critical role will be accomplished by managers willing to share their experience and knowledge with the next generation of County managers.

# **"Preparing Tomorrow's Leaders"**

**The Manager Development Program (MDP) is an 18-month centralized program to develop the leadership competencies of potential County managers.**

## **Being A Mentor . . .**

### **Mentoring**

You will mentor a merit employee in positions grade 23 or higher.

### **Mentor Roles**

Mentoring is a highly recommended but voluntary leadership activity. Mentors enhance the leadership competencies of MDP participants by meeting with them approximately 4 hours a month to:

- ✓ Identify their strengths/weaknesses and prepare their *Individual Leadership Development Plans* (ILDPs);
- ✓ Arrange and facilitate their MDP assignments; and
- ✓ Assess their MDP assignments.

### **Mentor Eligibility**

To be an MDP mentor, an individual must:

- ✓ Be a County manager (MLS or equivalent position as determined by the department director) for at least one (1) year;
- ✓ Be knowledgeable about the County government and core manager functions; and
- ✓ Complete the MDP mentor training.

### **Mentor Benefits**

- ✓ Receive training and experience in career development, mentoring, and coaching;
- ✓ Is part of the exclusive support network of MDP mentors and participants; and
- ✓ Receive special recognition as a MDP mentor.

### **Mentor Timeframes and Process**

5/31/05 ..... Submit a *Mentor Interest Form* to the Office of Human Resources.

8/12/05 ..... Complete the required MDP mentor course.

9/05/05 ..... The 18-month MDP process commences.

- Agree to mentor a participant and jointly complete the *Mentoring Agreement*.
- Mentor and participant attend training on career development and jointly complete the participant's *Individual Leadership Development Plan* (ILDP).